**Health and Wellbeing Framework**

The Council will be implementing a new Health and Wellbeing Framework on 1 October 2019. This replaces the two current sickness absence policies, Health and Attendance Procedure for Teachers and Maximising Attendance Policy and Procedure, for all other staff

This means that all Council employees will be covered by one policy.

The Framework focuses on:

* Creating the right working environment for meaningful regular health and wellbeing conversations to take place, building on greater trust between the employee and manager.
* Encouraging everyone to speak openly with their manager about anything that could have an impact on them at work and the offering of support, where required.
* Pulling all tools, resources and support together in one place for health promotion, early intervention and resilience both individually and from a Council perspective
* More than just physical health, there is also greater emphasis of both mental and financial wellbeing, to enable us all to be our best self at work

The Framework was developed jointly with managers, employees and trade unions. The main changes focus more on the Maximising Attendance Policy and Procedure, rather than Health and Attendance Procedure for Teachers.

Carolyn Weston, EIS Local Association Secretary said “The Framework is a good move forward for the Council, working collaboratively with all stakeholders”.

**Implementation**

Implementation will be on 1 October 2019, which means reference to the new language and arrangements will be from this date for any new cases. Any employee under the Health and Attendance Procedure for Teachers or Maximising Attendance Policy on 1 October 2019 will remain on the existing policy.

The Framework, guidance and other relevant resources will be available on *eric* for launch. The existing policies and guidance will remain until the transition takes place.

HR is in the process of contacting all schools to co-ordinate visits to talk through the changes and can attend any individual or organised meetings to support the implementation.

Please email Suzanne McLeod, HR Team Leader (ECS) on [SLMcLeod@pkc.gov.uk](mailto:SLMcLeod@pkc.gov.uk) for further information or support.